

## **Arbitration Summary**

**UNION:** Washington Public Employees Association (WPEA)

**AGENCY:** Department of Natural Resources

**GRIEVANT:** Kirt Heikkila, Jerry Inman, Greg Bash, Kevin Crigger and John Geist

**CBA:** WPEA 2005–2007

**ARBITRATOR:** Carol J. Teather

**DATE FILED:** March 17, 2006

**HEARING DATE:** April 12, 2007

**DATE OF AWARD:** June 13, 2007

**ARTICLE(S) GRIEVED:**

Article 6 – Hours of Work

Article 6.6 – Overtime-Eligible Paid Meal Periods for Straight Shift Schedules

**ISSUE STATEMENT(S):**

Did the Employer violate Article 6, Section 6.6 of the Collective Bargaining Agreement with respect to the work schedules of grievants Heikkila, Inman, Bash, Crigger and Geist? If so, what is the appropriate remedy?

**AWARD:**

The Arbitrator, Carol J. Teather, found that WPEA failed to meet the burden of proof in this contract interpretation. WPEA was not able to show sufficient evidence that the Grievants were required to remain on duty the entire time they were on the boat. The grievance was denied.